

*Work Family Conflict. A Systemic Approach*  
Master: ORGANIZATIONAL AND OCCUPATIONAL HEALTH PSYCHOLOGY  
2nd year / 2nd semester

<b>Coordinator</b>	<b>Mona Vintilă, PhD, professor</b>
<b>Type of discipline:</b>	Compulsory
<b>Number of allocated hours</b>	28
<b>Credits</b>	4

### Short description

Work-family conflict has been defined as "a form of inter-role conflict in which the role pressures from the work and family domains are mutually incompatible in some respect" (Greenhaus and Beutell 1985). Participation in one role (work or family) is made more difficult by virtue of participation in the other role. Work conflict is defined as the extent to which an individual experiences incompatible role pressures within the work domain, and family conflict is defined as the extent to which an individual experiences incompatible role pressures within the family domain (Kopelman, Greenhaus, and Connolly 1983).

Work-family conflict has been increasing in the past several years. One reason could be that people work more hours than some years ago. It's considered that a typical middle-income family put in an average of 11 more hours a week in 2006 than it did in 1979. This is why studying the ways in which this type of conflict occurs and the psychological intervention methods is imperative.

### Competencies (to be developed)

1. Knowledge and understanding
  - Understanding the ways in which family life cycle stages act upon work capacity and efficacy.
  - Accumulating knowledge about the abnormal structures or inadequate family roles act on work capacity and efficacy.
2. Explanation and interpretation
  - Explaining the way in which each life cycle stage puts different challenges and is in different relationships with the interest for career and work.
3. Instrumental and applied
  - Establishing active intervening actions to optimize work family relationship
  - Psychological evaluation of all the subjects and establishing the most adequate intervention methods.
4. Attitudinal
  - Stimulating the interest for this most important topic which is part of each of us everyday life.

### Objectives

- To offer information about life cycle evolution in relationship with work.
- To emphasize the role of family structure and family rules and of the way these influence work.

## Content

<b>1</b>
<b>CAREER START AND BEING A YOUNG ADULT</b>
<p><b>References:</b>                  Stringer, S.A., (1999), <i>Conflict and Connection: The Psychology of Young Adult Literature (Young Adult Literature Series)</i>, Crewes (United Kingdom): Trafford Publishing.</p>
<b>2</b>
<b>MARRIAGE AND WORK</b>
<p><b>References</b>                  Williams, J., (2000), <i>Unbending Gender: Why Family and Work Conflict and What to Do about It</i>, Oxford: Oxford University Press.                  Friedman, S.D., Greenhaus, J.H. (2000). <i>Work and Family--Allies or Enemies? What Happens When Business Professionals Confront Life Choices</i>, New York: Oxford University Press, 2000.</p>
<b>3</b>
<b>FAMILIES WITH SMALL CHILDREN – CHANGES IN WORK RELATIONSHIP</b>
<p><b>References:</b>                  Lamb, M.E., (1982), <i>Nontraditional Families: Parenting and Child Development</i>, Hillsdale: Lawrence Erlbaum Associates</p>
<b>4</b>
<b>FAMILIES WITH TEENAGERS - CHANGES IN WORK RELATIONSHIP</b>
<p><b>References:</b>                  Lamb, M.E., (1982), <i>Nontraditional Families: Parenting and Child Development</i>, Hillsdale: Lawrence Erlbaum Associates</p>
<b>5</b>
<b>DIVORCE – INFLUENCE OF WORK RELATIONSHIP</b>
<p><b>References:</b>                  Meiksins, P., Whalley, P. (2002). <i>Putting Work in Its Place: A Quiet Revolution</i> Ithaca, NY: Cornell University Press.</p>
<b>6</b>
<b>EXTRAMARITAL RELATIONSHIP - INFLUENCE OF WORK RELATIONSHIP</b>
<p><b>References:</b>                  Ickes, W., Duck, S., (2000), <i>The Social Psychology of Personal Relationships</i>, Chichester: Wiley, John &amp; Sons, Incorporated</p>
<b>7</b>
<b>FAMILY COUNSELING RELATED TO WORK STRESS</b>
<p><b>References:</b></p>

Lowman, R.L., (1993), *Counseling and Psychotherapy of Work Dysfunctions*, Washington: American Psychological Association.

O'Connell, B., (2001), *Solution-Focused Stress Counseling*, London: SAGE Publications Ltd.

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**FAMILY THERAPY RELATED TO WORK STRESS**

**References:**

Lowman, R.L., (1993), *Counseling and Psychotherapy of Work Dysfunctions*, Washington: American Psychological Association.

Nichols, M. P., Schwartz, R.C., (2005), *Terapia de familie. Concept și metode*, Editura Allyn & Bacon, Boston.

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Lowman, R.L., (1993), *Counseling and Psychotherapy of Work Dysfunctions*, Washington: American Psychological Association.

Nichols, M. P., Schwartz, R.C., (2005), *Terapia de familie. Concept și metode*, Editura Allyn & Bacon, Boston.

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**DIFFERENT SYSTEMIC THERAPEUTIC APPROACHES OF THE FAMILY IN RELATIONSHIP WITH WORK**

**References:**

Nichols, M. P., Schwartz, R.C., (2005), *Family Therapy. Concept and methods*, Editura Allyn & Bacon, Boston.

Lowman, R.L., (1993), *Counseling and Psychotherapy of Work Dysfunctions*, Washington: American Psychological Association.

Minuchin, S., (2005), *Families & Family Therapy*, Editura Routledge Taylor and Francis Group: New York.

Satir, V., (1964), *Conjoint Family Therapy: a guide to Theory and Technics*, Editura Science and Behavior Books, INC: California.

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**DIFFERENT SYSTEMIC THERAPEUTIC APPROACHES OF THE FAMILY IN RELATIONSHIP WITH WORK**

**References:**

Nichols, M. P., Schwartz, R.C., (2005), *Family Therapy. Concept and methods*, Editura Allyn & Bacon, Boston.

Lowman, R.L., (1993), *Counseling and Psychotherapy of Work Dysfunctions*, Washington: American Psychological Association.

Minuchin, S., (2005), *Families & Family Therapy*, Editura Routledge Taylor and Francis Group: New York.

Satir, V., (1964), *Conjoint Family Therapy: a guide to Theory and Technics*, Editura Science and Behavior Books, INC: California.

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### RESTRUCTURING A FAMILY WITH WORK RELATED PROBLEMS

**References:**

Meiksins, P., Whalley, P. (2002). *Putting Work in Its Place: A Quiet Revolution* Ithaca, NY: Cornell University Press.

Parasuraman, S., Greenhaus, J.H. (1999). *Integrating Work and Family: Challenges and Choices for a Changing World, Westport: Saroj Parasuraman – editor.*

Silberstein, L.R., (1992), *Dual-Career Marriage: A System in Transition*, Hillsdale: Lawrence Erlbaum Associates.

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### MULTIGENERATIONAL APPROACH OF WORK RELATED PROBLEMS

**References:**

Silberstein, L.R., (1992), *Dual-Career Marriage: A System in Transition*, Hillsdale: Lawrence Erlbaum Associates.

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### IMPROVING FAMILY COMMUNICATION RELATED WORK PROBLEMS

**References:**

Le Poire, B.A., (2005), *Family Communication: Nurturing and Control in a Changing World*, NY: Cornell University Press.

Braithwaite, D.O., Baxter, L.A., (2006), *Engaging Theories in Family Communication*, London: SAGE Publications Inc

## EVALUATION

Evaluation within the subject is done during the semester through the work of drafting and presenting two papers on topics chosen by the student on the first meeting. The paper must comply the subject's topics. The minimum grade accepted for the paper is 5.

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